

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 03-CA-300872	Date Filed 8/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Capital Roots		b. Tel. No. 518-274-8685	
		c. Cell No.	
		f. Fax. No. 518-274-2744	
d. Address (Street, city, state, and ZIP code) 594 River Street Troy, NY 12180		e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C) capitalroots.org	
		h. Number of workers employed approx 20	
i. Type of Establishment (factory, mine, wholesaler, etc.) Human Service Agency		j. Identify principal product or service Food	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1), 8(a)(3) and 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Please see attached.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union Local 200United			
4a. Address (Street and number, city, state, and ZIP code) 1659 Central Ave., Suite #205 Albany, NY 12205		4b. Tel. No. 518-250-4064	
		4c. Cell No.	
		4d. Fax No. 518-250-4154	
		4e. e-mail scollins@local200united.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. 315-422-6225	
		Office, if any, Cell No.	
		Fax No.	
Address 100 E. Washington St., Ste 204, Syracuse, NY 13202		e-mail mec@connorlaborlaw.com	
Date 8/5/22			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT TO UNFAIR LABOR PRACTICE CHARGE FORM

On or about June 16, 2022, (b) (6), (b) (7)(C) the Employer, threatened to discharge employees and shut down the operations of the Employer in retaliation for the employees' Union activities and request for recognition of the Union in violation of Section 8(a)(1) of the Act;

On or about (b) (6), (b) (7)(C), 2022, (b) (6), (b) (7)(C) threatened to discharge an employee and called (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) in front of other employees because of (b) (6), (b) (7)(C) support for the Union and Union activities in violation of Section 8(a)(1) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer by its supervisors, representatives and/or agents, discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) support for the Union and Union activities in violation of Section 8(a)(1) and 8(a)(3) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer by its supervisors, representatives, and/or agents, threatened to (b) (6), (b) (7)(C) and discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) support for the Union and Union activities in violation of 8(a)(1) and 8(a)(3) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer, by its supervisors, representatives, and/or agents, denied (b) (6), (b) (7)(C) Weingarten rights after the employee requested Union representation and retaliated against such employee for (b) (6), (b) (7)(C) Union activities in violation of 8(a)(1) and 8(a)(3) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer, by its supervisors, representatives, and/or agents, denied an employee Weingarten rights when the employee requested such rights during what the employee reasonably believed was and would be an investigatory interview that could lead to discipline and/or discharge in violation of Section 8(a)(1) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer, by its supervisors, representatives, and/or agents, physically intimidated an employee into agreeing to change (b) (6), (b) (7)(C) job description and engaged in direct dealing with said employee in violation of 8(a)(1) and 8(a)(5) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer, by its supervisors, representatives, and/or agents, denied an employee Union representation upon (b) (6), (b) (7)(C) request when the employee reasonably believed (b) (6), (b) (7)(C) was subject to an investigatory interview in violation of Section 8(a)(1) of the Act;

On or about (b) (6), 2022, the Employer, by its supervisors, representatives, and/or agents, unilaterally changed an employee's job description and terms and conditions of employment without notice or opportunity to bargain with the Union in violation of Section 8(a)(5) of the Act;

On or about July, 2022, the Employer, by its supervisors, representatives, and/or agents, denied employees (b) (6), (b) (7)(C) merit increases because of their support for the Union and Union activities in violation of Sections 8(a)(1) and 8(a)(3) of the Act;

On or about August 4, 2022, the Employer, by its supervisors, representatives and/or agents, threatened to discipline an employee because of (b) (6), Union activities in violation of Section 8(a)(1) of the Act;

On or about June 24, 2022, the Employer, by its supervisors, representatives and/or agents, disparately enforced the Employer's Computer and Electronic Mail Usage policy and threatened to discipline an employee because of the employee's Union activities in violation of Section 8(a)(1) of the Act;

On or about (b) (6), 2022, the Employer, by its supervisors, representatives, and/or agents, issued discipline to an employee for talking about the Union and engaging in Union activities during work time when the Employer has no policy that employees cannot talk about non-working subjects during work time or engage in non-working activities during work time and directed that the employee cease any such talk or activities in violation of Section 8(a)(1) of the Act;

On or about (b) (6), 2022, the Employer by its supervisors, representatives, and/or agents, engaged in unlawful surveillance of an employee's Union activities and communications in violation of Section 8(a)(1) of the Act; and

On or about August 5, 2022, the Employer, by (b) (6), (b) (7)(C) told employees that by forming a Union they would never have a say over decisions concerning their terms and conditions of employment, thereby conveying to employees that it was futile to unionize.

By such above acts, the Employer has interfered with, restrained and coerced employees in the exercise of their Section 7 rights as protected by the Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

AMENDED

DO NOT WRITE IN THIS SPACE

Case
03-CA-300872Date Filed
11/14/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Capital Roots		b. Tel. No. 518-274-8685
		c. Cell No.
		f. Fax. No. 518-274-2744
d. Address (Street, city, state, and ZIP code) 594 River Street Troy, NY 12180	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) capitalroots.org
		h. Number of workers employed approx 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Human Service Agency	j. Identify principal product or service Food	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1), 8(a)(3) and 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Please see attached.

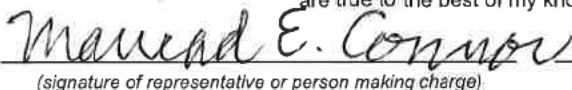
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Service Employees International Union Local 200United

4a. Address (Street and number, city, state, and ZIP code) 1659 Central Ave., Suite #205 Albany, NY 12205	4b. Tel. No. 518-250-4064
	4c. Cell No.
	4d. Fax No. 518-250-4154
	4e. e-mail scollins@local200united.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Mairead E. Connor, Esq.

(Print/type name and title or office, if any)

Address 100 E. Washington St., Suite 204, Syracuse, NY 13202

Date 11/10/22

Tel. No.
315-422-6225

Office, if any, Cell No.

Fax No.

e-mail
mec@connorlaborlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT TO AMENDED UNFAIR LABOR PRACTICE CHARGE FORM

Case 03-CA-300872

On or about June 16, 2022, (b) (6), (b) (7)(C) the Employer, threatened to discharge employees and shut down the operations of the Employer in retaliation for the employees' Union activities and request for recognition of the Union in violation of Section 8(a)(1) of the Act;

On or about (b) (6), (b) (7)(C) 2022, (b) (6), (b) (7)(C) threatened to discharge an employee and called (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) in front of other employees because of (b) (6), (b) (7)(C) support for the Union and Union activities in violation of Section 8(a)(1) of the Act;

On or about (b) (6), (b) (7)(C), 2022, the Employer, by its supervisors, representatives and/or agents, discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) support for the Union and Union activities in violation of Section 8(a)(1) and 8(a)(3) of the Act;

On or about (b) (6), (b) (7)(C), 2022, the Employer, by its supervisors, representatives and/or agents, discharged (b) (6), (b) (7)(C) without notice to the Union or opportunity to bargain about discipline imposed on (b) (6), (b) (7)(C) violation of Section 8(a)(5) and (1) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer by its supervisors, representatives, and/or agents, threatened to (b) (6), (b) (7)(C) and discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) support for the Union and Union activities in violation of 8(a)(1) and 8(a)(3) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer by its supervisors, representatives, and/or agents, discharged (b) (6), (b) (7)(C) without notice to the Union or opportunity to bargain about discipline imposed on (b) (6), (b) (7)(C) in violation of Section 8(a)(5) and (1) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer, by its supervisors, representatives, and/or agents, retaliated against such employee for (b) (6), (b) (7)(C) Union activities in violation of 8(a)(1) and 8(a)(3) of the Act;

On or about (b) (6), (b) (7)(C) 2022, the Employer, by its supervisors, representatives, and/or agents, denied an employee Weingarten rights when the employee requested such rights during what the employee reasonably believed was and would be an investigatory interview that could lead to discipline and/or discharge in violation of Section 8(a)(1) of the Act;

On or about (b) (6), (b) (7)(C), the Employer, by its supervisors, representatives, and/or agents, denied an employee Union representation upon (b) (6), (b) (7)(C) request when the employee reasonably believed (b) (6), (b) (7)(C) was subject to an investigatory interview in violation of Section 8(a)(1) of the Act;

Within the 10(b) period, the Employer, by its supervisors, representatives, and/or agents, denied employees (b) (6), (b) (7)(C) merit increases because of their support for the Union and Union activities in violation of Sections 8(a)(1) and 8(a)(3) of the Act;

Within the 10(b) period, the Employer, by its supervisors, representatives, and/or agents, unilaterally changed the merit increase criteria and policy without notice to or bargaining with the Union in violation of Section 8(a)(5) of the Act;

On or about August 4, 2022, the Employer, by its supervisors, representatives and/or agents, threatened to discipline an employee because of (b) (6), (b) (7)(C) Union activities in violation of Section 8(a)(1) of the Act;

On or about June 24, 2022, the Employer, by its supervisors, representatives and/or agents, disparately enforced the Employer's Computer and Electronic Mail Usage policy and threatened to discipline an employee because of the employee's Union activities in violation of Section 8(a)(1) of the Act;

On or about (b) (6), 2022, the Employer, by its supervisors, representatives and/or agents, told an employee that (b) (6), (b) (7)(C) cannot use the employer's email for communications about the Union and that (b) (6), (b) (7)(C) cannot discuss the Union during work time in violation of Section 8(a)(1) of the Act;

On or about (b) (6), 2022, the Employer, by its supervisors, representatives, and/or agents, issued discipline to an employee for talking about the Union and engaging in Union activities during work time when the Employer has no policy that employees cannot talk about non-working subjects during work time or engage in non-working activities during work time and directed that the employee cease any such talk or activities in violation of Section 8(a)(1) of the Act;

On or about (b) (6), 2022, the Employer by its supervisors, representatives, and/or agents, engaged in unlawful surveillance of an employee's Union activities and communications in violation of Section 8(a)(1) of the Act; and

On or about August 5, 2022, the Employer, by (b) (6), (b) (7)(C) told employees that by forming a Union they would never have a say over decisions concerning their terms and conditions of employment, thereby conveying to employees that it was futile to unionize in violation of Section 8(a)(1) of the Act.

On or about (b) (6), 2022, the Employer, by its supervisors, representatives, and/or agents, interrogated an employee about (b) (6), (b) (7)(C) Union activities and the Union activities of other employees in violation of Section 8(a)(1) of the Act;

Within the 10(b) period, the Employer, by its supervisors, representatives, and/or agents, interrogated employees about the Union and (b) (6), (b) (7)(C) Union activities without giving them Johnny Poultry rights in violation of Section 8(a)(1) of the Act;

On or about August 5, 2022, (b) (6), (b) (7)(C) threatened the Employer would close down in response to the employees' Union activities in violation of Section 8(a)(1) of the Act;

On or about July, 2022, the Employer, by its supervisors, representatives, and/or agents, retaliated against employees because of their Union activities and/or sympathies, by locking them out of certain computer files maintained by the Employer and used by the employees in performing the duties of their jobs in violation of Section 8(a)(1) of the Act;

On or about July 25, 2022, the Employer, by its supervisors, representatives, and/or agents, retaliated against an employee because of (b) (6), (b) (7)(C) Union sympathies and activities by refusing to permit the employee to use flex time causing the employee to use personal/sick time in violation of Section 8(a)(1) of the Act; and

On or about October 21, 2022, the Employer, by its supervisors, representatives, and/or agents, unilaterally eliminated a bargaining unit position and changed the job descriptions of two other bargaining unit positions without bargaining in good faith with the Union in violation of Section 8(a)(5) of the Act.

By such above acts, the Employer has interfered with, restrained and coerced employees in the exercise of their Section 7 rights as protected by the Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**SECOND AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

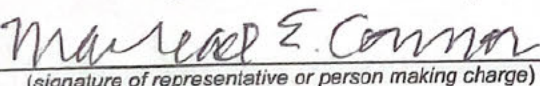
Date Filed

03-CA-300872

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Capital Roots, Inc.		b. Tel. No. (518)274-8685
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 594 River Street, Troy, NY 12180	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail capitalroots.org
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) human service agency	j. Identify Principal Product or Service food	
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See attached		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union Local 200United	
4a. Address (Street and number, city, state, and ZIP code) 1659 Central Avenue, Suite 205, Albany, NY 12205	4b. Tel. No. (518)250-4064 4c. Cell No. 4d. Fax No. (518)250-4154 4e. e-mail scollins@local200united.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <div style="display: flex; justify-content: space-between;"> <div>  (signature of representative or person making charge) Address: 100 East Washington Street, Suite 204, Syracuse, NY 13202 </div> <div> Mairead Connor, Attorney (Print/type name and title or office, if any) Date: 7/26/23 </div> </div>	
Tel. No. (315)422-6225 Office, if any, Cell No. Fax No. e-mail mec@connorlaborlaw.com	

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PRIVACY ACT STATEMENT

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**ATTACHMENT TO SECOND
AMENDED UNFAIR LABOR PRACTICE
CHARGE FORM**

Case 03-CA-300872

About June 16, 2022, the Employer threatened to terminate employees for selecting the Union as their bargaining representative in violation of Section 8(a)(1) of the Act.

Since about June 16, 2022, the Employer threatened employees with facility closure because employees had selected the Union as their bargaining representative in violation of Section 8(a)(1) of the Act.

About June 16, 2022, the Employer made derogatory comments about a pro-union employee and about employees who supported the Union in violation of Section 8(a)(1) of the Act.

Since about June 16, 2022, the Employer interrogated employees about activities in which they or other employees engaged related to supporting a union in violation of Section 8(a)(1) of the Act.

Since about June 24, 2022, the Employer selectively and disparately enforced its Computers and Electronic Mail Usage rule by applying it more strictly against employees who formed, joined, or assisted the Union in violation of Section 8(a)(1) of the Act.

About July 1, 2022, the Employer deactivated access to an internal database because employees formed the Union and engaged in concerted activities, and to discourage employees from engaging in these activities in violation of Sections 8(a)(1) and (3) of the Act.

About (b) (6), (b) (7)(C), 2022, the Employer terminated (b) (6), (b) (7)(C) because (b) (6) formed the Union and engaged in concerted activities, and to discourage (b) (6) from engaging in these activities in violation of Sections 8(a)(1) and (3) of the Act.

About (b) (6), (b) (7)(C) 2022, the Employer exercised discretion in terminating (b) (6), (b) (7)(C) without providing pre-implementation notice and an opportunity to bargain with the Union with respect to this conduct and the effects of this conduct in violation of Sections 8(a)(1) and (5) of the Act.

About July 22, 2022, the Employer directed employees not to communicate or share information with a pro-union employee in violation of Section 8(a)(1) of the Act.

About July 25, 2022, the Employer denied a flexible work schedule to (b) (6), (b) (7)(C) because the employee formed the Union and engaged in concerted activities, and to discourage the employee from engaging in these activities in violation of Sections 8(a)(1) and (3) of the Act.

About (b) (6), (b) (7)(C) 2022, the Employer surveilled a pro-union employee's email account in violation of Section 8(a)(1) of the Act.

About (b) (6), (b) (7)(C), 2022, the Employer issued a written warning to (b) (6), (b) (7)(C) because the employee formed the Union and engaged in concerted activities, and to discourage the employee from engaging in these activities in violation of Sections 8(a)(1) and (3) of the Act.

About (b) (6), (b) (7)(C), 2022, the Employer exercised discretion in terminating (b) (6), (b) (7)(C) without providing pre-implementation notice and an opportunity to bargain with the Union with respect to this conduct and the effects of this conduct in violation of Sections 8(a)(1) and (5) of the Act.

About August 5, 2022, the Employer made statements to employees that it would be futile for them to engage in protected concerted and union activities in violation of Section 8(a)(1) of the Act.

About August 5, 2022, the Employer blamed SEIU Local 200 for worsening workplace conditions in violation of Section 8(a)(1) of the Act.

About August 11, 2022, the Employer equated employees' request for voluntary recognition with an attack in violation of Section 8(a)(1) of the Act.

About (b) (6), (b) (7)(C), 2022, the Employer downgraded the performance appraisal of its employee (b) (6), (b) (7)(C) and included negative comments in (b) (6), (b) (7)(C) appraisal because (b) (6), (b) (7)(C) formed the Union and engaged in concerted activities, and to discourage (b) (6), (b) (7)(C) from engaging in these activities in violation of Sections 8(a)(1) and (3) of the Act.

About October 21, 2022, the Employer eliminated a job classification and altered two job classifications without first bargaining with the Union to an overall good-faith impasse for a collective-bargaining agreement in violation of Sections 8(a)(1) and (5) of the Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 3-CA-319059	Date Filed 5/31/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Capital Roots		b. Tel. No. 518-274-8685
		c. Cell No.
		f. Fax No. 518-274-2744
d. Address (Street, city, state, and ZIP code) 594 River Street Troy, NY 12180	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) capitalroots.org
		h. Number of workers employed approx. 15
i. Type of Establishment (factory, mine, wholesaler, etc.) Human Service Agency	j. Identify principal product or service Food	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) **8(a)(5) and (1)** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about May 18, 2023, the Employer, by its agents and/or representatives, unlawfully withdrew recognition from Service Employees Local 200United.

Within the 10(b) period, the Employer, by its agents, representatives and/or supervisors, unlawfully changed the compensation of bargaining unit jobs and unilaterally changed the job descriptions without notice or opportunity to bargain with the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union Local 200(United)

4a. Address (Street and number, city, state, and ZIP code) 1659 Central Ave., Suite #205 Albany, NY 12205	4b. Tel. No. 518-250-4064
	4c. Cell No.
	4d. Fax No. 518-250-4154
	4e. e-mail scollins@local200united.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

S/ Mairead E. Connor

Mairead E. Connor, Esq.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address **100 E. Washington St., Ste 204, Syracuse, NY 13202** Date **5/31/23**

Tel. No.
315-422-6225

Office, if any, Cell No.

Fax No.

e-mail
mec@connorlaborlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SEIU Local-200		b. Union Representative to contact Sean Collins Title: Union Representative	
c. Address (Street, city, state, and ZIP code) 1659 Central Avenue, Suite #205 NY Albany 12205		d. Tel. No. (518) 250-4064	e. Cell No. (518) 265-9895
		f. Fax No. (518) 250-4154	g. e-Mail
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Capital Roots, Inc.		4a. Tel. No. (518) 274-8685	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C) capitalroots.org
5. Location of plant involved (street, city, state and ZIP code) 594 River Street NY Troy 12180		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (_____ (b) (6), (b) (7)(C) _____ (_____ representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C) (date) 05/25/2023 01:34:25 PM		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

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Basis of the Charge

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.